

# REGISTRATION INFORMATION

Register online, by phone or by mail

All registrations must be prepaid.

**Location:**

The conference will be held in the Business, Education & Psychology Center (BEP 200) on the Highland Heights campus of Northern Kentucky University, just minutes from downtown Cincinnati.

**Speakers:**

Every effort is made to ensure that the speakers listed in this brochure present their program. In the event of unforeseen circumstances, another speaker of equal quality will be substituted.

**Substitutions, Cancellations and Refunds:**

Fees will be refunded, minus a \$15 processing fee, if request is made before Wednesday, May 12, 2010. Refunds will not be issued after this date. Substitutions may be sent by calling (859) 572-5165.

## REGISTRATION FORM

### The Twenty-Eighth Annual Labor-Management Conference

Three easy ways to register:

**Online:** *labormgmtconf.nku.edu*

**Phone:** Contact Cynthia Siddens at (859) 572-5165

**Mail:** Make check payable to NKU, include organization and participant names, and send to:  
Northern Kentucky University  
Cynthia Siddens, BEP 401  
Nunn Drive  
Highland Heights, KY 41099

Name(s) \_\_\_\_\_ Title \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Day Phone \_\_\_\_\_

Please indicate the number of registrants in each category:

Registration Fee (\$125)	Number Registrants	Fee
(Registration received or postmarked <i>by</i> May 12, 2010)	_____	_____
<b>Late Registration (\$135)</b>		
(Registration faxed or postmarked <i>after</i> May 12, 2010)	_____	_____
<b>University Student (\$25)</b>	_____	_____

☐ Check Enclosed      Company Purchase Order # \_\_\_\_\_

☐ Visa      ☐ MasterCard      ☐ Discover

Card No. \_\_\_\_\_ Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

Northern Kentucky University  
BEP 401  
Nunn Drive  
Highland Heights, KY 41099

If you are involved in: Collective Bargaining, Employment Law, Human Resources, Labor-Management Relations, Labor Unions, Local/State or Federal Government, Management, or Personnel Management

### The Twenty-Eighth Annual Labor-Management Conference



Building and Enhancing Labor-Management Relationships in a New Era

plan to attend...

REGISTER ONLINE:  
*labormgmtconf.nku.edu*

Wednesday, May 19, 2010

## The Twenty-Eighth Annual Labor-Management Conference



### Building and Enhancing Labor-Management Relationships in a New Era

Wednesday, May 19, 2010



**Sponsored by:**

- Alternative Dispute Resolution Center - NKU
- American Arbitration Association
- Federal Mediation & Conciliation Service
- Kentucky Labor-Management Conference
- National Labor Relations Board
- Northern Kentucky University

# Building and Enhancing Labor-Management Relationships in a New Era

## AGENDA

8:00 – 8:45.....	REGISTRATION (Continental Breakfast) .....	BEP 200
8:45 – 9:00.....	WELCOME .....	BEP 200
	Dr. Margaret Myers, Interim Dean, Haile/US Bank College of Business	
	Louis J. Manchise, Lecturer of Management – NKU	
	Jack Buettner, Director of Field Operations - FMCS	
9:00 – 10:00 .....	KEYNOTE PRESENTATION.....	BEP 200
	Labor-Management Relations in the Second Decade of the Twenty-First Century	
	George H. Cohen, Director	
	Federal Mediation and Conciliation Service	
10:00 – 10:15 .....	BREAK .....	
10:15 – 11:45.....	CONCURRENT WORKSHOPS .....	
	The 2010 Legal Update	BEP 120
	Public Sector Update: A 2010 Approach	BEP 200
	Problem Solving Techniques: Tried and True - New and Creative Options	BEP 294
	Arbitrating Difficult Discharge Cases and What Makes Them Difficult	BEP 316
11:50 – 12:50.....	LUNCH.....	UC Cafeteria
1:00 – 1:50 .....	KEYNOTE PRESENTATION.....	BEP 200
	Mediation – The State Employment Relations Board’s Approach in Troubled Times	
	N. Eugene Brundige, Chairperson	
	State Employment Relations Board	
1:50 – 2:00 .....	PRESENTATION OF THE LIFETIME ACHIEVEMENT AWARD.....	BEP 200
	Presented to: Dr. Michael Carrell, Author, Mediator, Professor and Former Dean	
	Presentation of Conference Scholarship	
2:15 – 3:45.....	CONCURRENT WORKSHOPS .....	
	The 2010 Legal Update	BEP 120
	Developing a Collaborative Approach to Absenteeism	BEP 200
	Healthcare Reform: New Plans and Better Approaches to Their Implementation	BEP 294
	Collective Bargaining in the Public Sector During Difficult Times	BEP 316
3:45 – 4:00.....	CLOSING REMARKS.....	BEP 200
	Louis J. Manchise, Lecturer of Management – NKU	
	Cynthia M. Siddens, Conference Co-chair	

## CONCURRENT WORKSHOPS

### Morning Sessions

#### The 2010 Legal Update

This annual workshop examines recent developments under the Americans with Disabilities Act; Title VII, the Age Discrimination in Employment Act; the Family and Medical Leave Act; the National Labor Relations Act; and other statutes and regulations which affect employers, unions, and employees in both private and public sectors.

##### Panel Speakers

Tom Kircher, Of Counsel - Manley Burke LPA  
Timothy P. Reilly, Partner - Taft Stettinius & Hollister LLP

#### Public Sector Update: A 2010 Approach

This workshop, presented by leading practitioners in the Greater Cincinnati Area, will discuss the most “pressing” issues facing the Public Sector in 2010. The presenters will offer their insights and practical approaches to the extraordinary challenges facing everyone affected by Public Sector employment.

##### Panel Speakers

Hilary Bohanan, Director, Human Resources - City of Cincinnati  
Carol Landwehr, Manager, Human Resources - Cincinnati Public Schools  
Pete McLinden, Esq., Cincinnati Regional Director - AFSCME, Ohio Council 8, AFL-CIO  
Terry Ware, Sr., Business Manager and Financial Secretary - IUOE Local 20

#### Problem Solving Techniques: Tried and True - New and Creative Options

An in-depth discussion of tried and true, new and creative options for your dispute resolution toolbox to resolve grievances and other real and potential workplace issues. This interactive workshop will explore a variety of problem solving methods used by our panelists and the audience to create and maintain a productive, open and positive workplace environment.

##### Panel Speakers

John Gray, Mediator - SERB  
Dan Judy, Commissioner - FMCS  
James K. L. Lawrence, Partner - Frost Brown Todd LLC

#### Arbitrating Difficult Discharge Cases and What Makes Them Difficult

Arbitrating discharge cases is never an easy or pleasant task, and they can be especially difficult in certain circumstances. Discharge cases involving violence, threats of violence, sexual harassment, theft, alcohol/drug use, or workplace politics can be especially difficult for both the parties and arbitrators. Regardless of the issue at hand, things such as bad facts, poor documentation, a poor witness, after-acquired evidence, surveillance, introduction of an employee’s past disciplinary record and arbitrator perspectives can further make discharge cases particularly difficult. The panel will discuss these issues and offer suggestions on how to effectively deal with them.

##### Panel Speakers

Michael Hawkins, Partner - Dinsmore & Shohl LLP  
James Noll, Vice President - American Arbitration Association  
Michael Paolucci - Arbitrator  
Stephen A. Simon, Partner - Tobias, Torchia & Simon

## CONFERENCE HIGHLIGHTS

### Keynote (Morning)

#### Labor-Management Relations in the Second Decade of the Twenty-First Century

Director George H. Cohen of the Federal Mediation and Conciliation Service will share his views about the challenges facing Labor Relations in the United States. He will discuss, how, with the assistance of FMCS, labor and management can successfully meet the demands of our contemporary domestic and global economies. He will also describe FMCS’ collaborative programs, which can help both labor and management enhance their competitive advantage in the private and public sectors.

##### Keynote Speaker

George H. Cohen, Director – Federal Mediation and Conciliation Service

### Afternoon Sessions

#### The 2010 Legal Update

This annual workshop examines recent developments under the Americans with Disabilities Act; Title VII, the Age Discrimination in Employment Act; the Family and Medical Leave Act; the National Labor Relations Act; and other statutes and regulations which affect employers, unions, and employees in both private and public sectors.

##### Panel Speakers

Tom Kircher, Of Counsel - Manley Burke LPA  
Timothy P. Reilly, Partner - Taft Stettinius & Hollister LLP

#### Developing a Collaborative Approach to Absenteeism

This workshop is devoted to designing and administering an employee attendance and tardiness program to improve productivity and to treat employees in a fair manner. The interactive session will explore innovative and efficient approaches to managing absenteeism, tardiness and employee needs in times when organizations do not “enjoy” a surplus of employees or managers.

##### Panel Speakers

William C. Heekin, Arbitrator and Director - Arbitration and Mediation Service (AMS)  
Robert D. Hudson, Member - Frost Brown Todd, LLC  
Robert H. Mitchell, Principal - Manley Burke, LPA  
Ed Turner, Mediator - SERB

#### Healthcare Reform: New Plans and Better Approaches to Their Implementation

This interactive workshop will explore state-of-the-art health plans and how changes may be effectively implemented relative to National Healthcare reform.

##### Panel Speakers

David M. Cook, Partner - Cook, Portune & Logothetis  
Hud Peters, Principal - Mercer  
Elizabeth A. Simmons, Associate - Dinsmore & Shohl LLP

#### Collective Bargaining in the Public Sector During Difficult Times

Economic conditions over the past two years have significantly altered the “landscape” of collective bargaining in the public sector. This workshop will examine the critical issues created by these tough economic times and recommend practical and innovative solutions.

##### Panel Speakers:

Gene Breyer, Director of Human Resources - Cincinnati State Technical and Community College  
Dr. Michael R. Carrell, Director - Alternative Dispute Resolution Center - NKU  
Steve Lazarus, Attorney - Hardin, Lazarus, Lewis & Marks, LLC

### Keynote (Afternoon)

#### Mediation – SERB’s Approach in Troubled Times

The State Employment Relations Board promotes orderly and constructive Labor-Management Relationships. N. Eugene Brundige, Chairperson, will share SERB’s strategies and programs which benefit Ohio citizens and assist Ohio’s Public Sector employees, administrators, unions and associations during these difficult and troubling times.

##### Keynote Speaker

N. Eugene Brundige, Chairperson – The State Employment Relations Board